

**DRAFT**

City of Milpitas  
Library Subcommittee Meeting  
City Hall Committee Conference Room  
Meeting Notes  
Tuesday, March 28, 2006

**DRAFT**

**Draft RA10**

**UNAPPROVED MEETING MINUTES**

1. **Flag Salute** Councilmember Livengood led the Committee in the Pledge of Allegiance.

2. **Call to Order** Councilmember Livengood called the meeting to order at 5:30 p.m.

**Attendance:**

<i>City Council:</i>	Mayor Jose Esteves (absent), Councilmember Bob Livengood
<i>Staff:</i>	Mark Rogge, Greg Armendariz, Emma Karlen, Linda Sinclair
<i>County Library Staff:</i>	Linda Arbaugh, Sarah Flowers
<i>Group 4:</i>	Dawn Merkes, David Schnee, David Sturges
<i>CSI Consulting:</i>	Tom Hedges,
<i>Others:</i>	Margie Stephens, Frank De Smidt, Eric Christen (Coalition for Fair Employment in Constr.) Neil Struthers (Santa Clara & San Benito Counties Building & Construction Trades Council) Philip

3. **Citizens Forum (remarks limit to 3 minutes):**

- None

4. **Announcements:**

- None

5. **Approval of Agenda:**

- The Committee approved the agenda.

6. **Approval of Minutes – February 28, 2006**

- The Committee approved the meeting minutes from the February 28, 2006 Library Subcommittee Meeting.

7. **Project Labor Agreement (PLA) Discussion (5:30p.m. – 6:00p.m.)**

- There are two here tonight that would like to present their view on Project Labor Agreement. One group will speak in favor of a PLA and one will speak against a PLA. Mark Rogge lay down the rules for the debate. Each group has five minutes to state their case and three minutes rebuttal for each side. Subcommittee Members may questions at the after the debate which should end by 6:00 PM. Linda Sinclair will time the session and give a one minutes warming to wrap up.
- Neil Struthers is from Building & Construction Trades Councils; Eric Christen is from Coalition for Fair Employment in Construction; Phil Vonne with The Associated General Contractors (AGC)

- 01/19
- Mark Rogge stated there are several labor agreements that will expire (2007-2008) during the duration of the Library project and can have an effect on the Library projects. The Building Trade Labor Agreements will expire are:
    - BAC – Tile Layer (03/31/07)
    - Ironworks (06/30/07)
    - Elevator Constructors (07/08/07)
    - Boilermakers (09/30/07)
    - Carpenters (06/30/08)
    - Millmen (06/30/08)
    - Pile Drivers (06/30/08)
    - Drywall Lathers (07/31/08)
    - Drywall Tapers (07/31/08)
  - There possible City Goals to be included in a PLA should the City decide to have a PLA.
    1. Timely and successful completion of the Project
    2. No work stoppage, strikes, sympathy strikes, lockout
    3. Establish an effective method to settle disputes and controversies
    4. Define specialized work that may be excluded from PLA
    5. City's sole right to determine lowest responsible bidder, no limitation or restriction on use of equipment, material, projects, tools, etc.
  - Also there is specialized work that may be excluded from PLA. (Security Systems; Furnishings; Low-voltage; Audio-visual systems, projectors; County or City furnished items; Artwork lighting & installation; Maintenance of leased equipment and related on-site supervision). The City maintains the sole rights for determining lower bidders.
  - Mark Rogge tossed a coin to determine which group would present their ideas first.

Eric Christen, Coalition for Fair Employment in Construction and Phil Vonne with The Associated General Contractors (AGC) (first five minutes)

- There is an issue on Project Labor Agreement; this issue has been going on for the 15 years. PLAs are pre-hire agreements that implicitly seek to exclude from construction projects the more than 84% of the construction workforce that chooses to be merit-shop.
- All workers must pay into union health, welfare and pension plans.
- All Workers must go through a union hiring hall in order to be dispatched to a jobsite; regardless of they are union or non-union.
- All apprentices must come from a union apprenticeship program.
- All workers must pay union dues, regardless of their union affiliation.
- Who are those group:
  - American Subcontractors Association (represent union & non-union) – opposed to PLA
  - Associated Builders and Contractors (represent union & non-union) – opposed to PLA
  - Etc.
- Every major constructions through the State and the Country opposed PLA for various reason, primarily – they discriminates against non-union workers.
- “PLAs are de facto segregation... African-American workers are significantly underrepresented in all crafts of construction union shops. PLAs are non competitive and, most of all, discriminatory.” National Black Chamber of Commerce
- “WCOE opposed government mandated PLAs... PLAs will disproportionately

impact small business, particularly those owned by women and minorities.”  
Women Construction Owners and Executives

- “We believe PLAs make it more difficult for minority-owned contractors to compete...they effectively work against the goals of increasing the number of projects awarded to minority-owned businesses by placing roadblocks in the way.” Latin Builders Association
- “The ultimate effect of the San Francisco Airport PLA is clear...once the PLA was implemented minority business prime contract participation dropped 91.9%. This PLA has been disaster for minority-owned business.” Asian American Contractors Association
- PLA at the San Francisco International is subject a FBI investigation because lack of minority representation.
- Some of the PLA Myths: “PLAs are necessary on large, complex projects.” The project is that 90% of the projects going in the State are not under a PLA. Another myth: “PLA s are only opposed by merit shop contractors who don’t take care of their works.” Reality PLAs are opposed by every segment of the construction industry, union and merit shop alike: American Subcontractors Association; Golden State Builders Exchange; California Landscapers Association; CFEC Board of Directors
- “PLAs first and foremost are discrimination, period. Secondly PLAs interfere with existing work rules that union contractors already have in place. It’s companies like mine that employ union workers, not the political types like (union) business agents who are pushing these things. This is important to remember because we will not bid a project covered by a PLA.” Wayne Lindholm, VP Hensel Phelps Construction.
- Eric Christen present a record of failure regarding PLA. ... PLA does not provide strikes; good example is the San Francisco International had two separate strikes. PLA has a list of broken promises. 16 newspaper in the State of California has taken editorial oppose PLA. But the Sacramento Bee sum it best, “PLAs are about empowering unions, not helping workers.”

#### Neil Struthers, Building & Construction Trades Councils (second five minutes)

- Mr. Struthers and Mr. Christen have met several times over debates. Hensel Phelps Construction, CEO said will never enter into a PLA, is currently have a dialog in entering into a PLA.
- The last time Mr. Christen and Mr.Struthers met, was at a school district, it was couple years. AGC and Eric’s organization got one company and their workers to attend a meeting. That company was called All Bay Electric. The couple of workers spoke and stated that is unfair to enter into a PLA because they already have a health program. In the end the school district enter into a Project Labor Agreement. A couple of months after the meeting, Mr. Struthers received phone calls from a couple of workers from All Bay Electric who wished to meet with him. The workers stated that their employer have not been paying into their Pension Plan. Under the contract, the company must follow the Prevailing Wage law, which regards the owner to pay into the employees’ pension fund. The owner of the company was putting into his own personal bank account, when approached by the employees questioning where their money was; they were fired. Mr. Struthers group helped me find an attorney and follow-up with them. A lawsuit was filed on behalf of all the employees. A week later, Mr. Struthers released a called from the employer, stating that if the lawsuit was drop, he will sign the union agreement. The employer stated that he will follow the Project Agreement and if he has to pay by the rule everyone else should too. There was

no incident in signing a PLA with this employer since he was cheating his employee. The owner could not sign an agreement until he done with his employee stock option plan. Since he was not putting no money into the employee benefit and was trying to sell them worthless stock in exchange with the money that he own them for their benefit, he filed bankrupt.

- This is the reason why there is a Project Agreements, to prevent company from cheating their workers.
- East Side Union District enter into a PLA and San Jose School District did not.

Three (3) Minutes rebuttal, Eric Christen, Coalition for Fair Employment in Construction and Phil Vonne with The Associated General Contractors (AGC)

- Hensel Phelps Construction, the CEO **that** was mention by Mr. Struthers is the CEO from the Southern California office and does not do business in Northern California. San Jose Unified District did looked into the PLA and have questions about the state issue and therefore decided not to into a PLA. They join almost 1000 other school districts in the State that did not enter into a PLA. There are a few that did enter into a PLA, Oakland, and Los Angeles.
- Again there no discussion on how it is justifiable to worker pay union due and how it will help the workers, it a pension that they will never see again.
- Mr. Phil Vonne received a letter last week from CEO from Northern California, John Ball, and Granite Construction and Swinerton Construction regarding the San Francisco PEC, they will not bid actually bid in the SF PEC as long as there is a PLA in place. That is the general consents of our members, that they are not interest in bidding works that has a PLA in place.
- San Francisco School District staff is wondering why workers have to plan into union health and pension plans. They want o know why they should go through union hiring hall:

Three (3) Minutes rebuttal, Neil Struthers, Building & Construction Trades Councils

- Mr. Struthers stated that Eric is very good at what he does, but they withdrew the PLA with people responsible for putting PLA together cannot keep the benefit. They are very selective whom we enter into an agreement with. They currently have \$3 billion work cover in the County for PLA. We have not have any problem with any of the agreement that we have. Every project is on time and on budget. Some of these owners in the beginning has opposed PLA but since changed their mind. Mr. Struthers stated that Mr. Christen is right that three craft have leave the PLA, that is why the agreement is more important. It does not matter what organization they belong to, they are bond to the agreements.
- Mr. Struthers stated that paying into the healthcare, pension plan and workers does benefit the employees. Everyone individuals who joined the union and those who are currently in the union, have the same benefit. They can't touch the benefit until they worked a number of hours. We encourage workers to join the union and stay in the join and dispatch out to other areas. The reason why employers are afraid is that employees who join union will see the benefit and will not want to back.
- Councilmember Livengood wants know the reason about not being involve in project that has a PLA. What is it about the PLA that has a company refuse the work? There will be union and non-union the job.
- Eric Christen - we represent both union and non-union. PLA is defined by the Union. There are project labor agreements all over the Country that is consisted fair. Why will they send their employee to a Union Hall send their money to the

Union hall when they are already have a pension plan. Taking worker money and force them to union in order of the condition of the employment.

- Councilmember Livengood stated that the City of Milpitas employee have to pay into the union. Councilmember Livengood expressed that he is concern that not all employer will hold up to the standard. There are companies that don't pay into employee benefits or retirement funds. We need to do what is needed to take care of the workers. How do we no that a company is paying their employee benefits/pension. The PLA give us more control.
- Mayor Jose we must look at what is best for the City and City projects.
- Mark Rogge will bring presentation at City Council on April 18th

## **8. Progress Report**

### **A. Library**

- Group 4 have completed of 60% Construction Documents and will have the cost estimate by the end of the week. CSI will work on independence Cost Estimate for both the Library and the Garage project. Staff presented the Brand Boards to PRCS and the Historical Society and both group were impressed with the outcome of the boards.
- Library expenditures are on target.
- Some of the work that Group has been doing includes going over all the comments from the City staff, each comments carefully look at. The plan is getting more details. For the Library 60% Construction Documents Submittal Group 4 provided:
  - 246 Construction Documents Drawings Sheets
  - Project Specifications, schedule and cut sheets
  - 60% CD submittal delivered on schedule
  - Currently under City review
  - 572 100% DD City Comments received
  - 488 comments resolved, implemented
  - 58 Comments resolved, pending implementation
  - 26 comments pending discussion/clarification/decision
- Mark – Building wants to have review of the wad door.
- Staff and Group 4 just met to go over the interior and exterior signage for the Library.
- At the Library Coordination Review the following comments were made:
  - The majority of the selective interior building demo is complete. Continuing to work to identify additional demo items, such as southeast staff wing roof and interior foundations. Important hidden conditions were uncover (unknown condition of drywall)
  - Hazmat – Provided crawl space grades to be incorporated into SCS documents.
  - Site Utility – Reviewing and coordinating library utilities with City dry utility (Joint Trench) and wet utility projects. Library transformer pad has been located by East Garage project to coordinate with that project's requirements.
  - Streets Project – Coordinating the work of Library civil and landscape consultants with Main Streets work being undertaken under separate contract by the same firms.
  - Garage – The adjusted the space between the library and the garage and coordinated the utility rough-ins that effect the library.
  - Site Web Cam – Provide the City with information regarding video observation equipment and site placement.

- David Schnee - discovering mode in the work ... Haz Mat is currently going out to bid. We have open unknown wall and make sure to address it right now. Remove the dry wall.
- Mark Rogge – We want to discover all the under so that we address the issue early. We want to avoid when contractor to come out and find things to may cause delay and claim.
- Mark – show a view of inside the building. Retain the original form.
- David Schnee – Since the building was no longer used as a Grammar School, we can restore it and restore the wording to “Milpitas Grammar School”.
- Mark at the next meeting Group 4 will bring back about signage.
- Mayor Jose Esteves – The building was used for different things. It was once a library and a senior center.
- Councilmember Livengood expressed that he is not in favorite of changing it to the “Milpitas Grammar School”.
- Library is working on a donor program and would like to request a donor board.
- Councilmember Livengood is not concern with what it looks like but what is the money is use for. Who decides how the money is spent? Mark Rogge - The Library Commission would represent it to the Council for the decision on how the money is to be spent.
- Mayor Esteves agrees that the City Council should have a saying on how the donation money should be spend.
- Signage consultant is working on the Martin Luther King Jr. display in the tower.
- David Schnee stated that Group 4 is work cost reductions. Simplified furniture and case work, changed the courtyard roof to ensile fabric, changed zinc metal roofing and fascias to Kynar painted steel, reduced scope of higher cost ceiling materials, simplified roof framing and reduced roof monitors, while maintaining daylight harvesting, simplified library signage while maintain full scope.
- Add Alternates: Stepped up raise floor at south tower, reduced scope of higher cost interior finishes, and photovoltaic system, (conduits for future installation in base bid).
- Staged Packages – Signage, Technology and AV equipment and Furniture and Casework contingency. Will restore if funds remain after construction bid, if not can still fulfill FFE with full functionality.

## **B. East Parking Garages**

- Chong Partners is currently getting Building Permit. Council has already approved the foundation at the March 21<sup>st</sup> City Council meeting. We want to make sure that test program is done in advantage. CSI will do an independent cost estimate for the garage.

## **C. Site Preparation**

- Material has been stockpiled on site. Construction has begun and the streets are kept open during construction. There is a flaggers are on site to direct traffic.
- The Contractor did hit a gas lateral it was at the Blacksmith Shop. PG&E was called to the sense and they stated that they made a drawing at the building. Public safety was also called out. The businesses that was effect was closed at the time. We will have complete closure of the street at a given time.
- City Council did approve the lease agreement for the Construction office. Staff will be getting used furniture from the City of San Jose and IS will be working the computer and phone lines.

- Mayor Esteves would like to know if there is enough security on the site. Mark Rogge stated that the Owner is installing a door that and staff will change the lock once everything is moved in. We are coming back about the furniture cost. We will have camera.
- Mark we have scheduled public meeting for the surrounding business. One in the morning (April 13) and one evening (April 11)

#### **9. Other Business**

- CSI provided the Committee with a spreadsheet showing the square footages and dollar amount for the different projects they have worked on. Tom Hedges stated that the cost of other projects that CSI is or has worked on is very close to the City of Milpitas library project budget.

#### **10. Set Next Meeting Date**

- The next meeting is scheduled for Tuesday, April 25, 2006 @ 5:30 p.m.

#### **11. Adjournment**

- Meeting adjourned at 6:46 p.m.

# Project Labor Agreements



A Record of Failure  
and  
Discrimination



# What is a PLA?

PLAs are pre-hire agreements that implicitly seek to exclude from construction projects the more than 84% of the construction workforce that chooses to be merit-shop.

Some of the provisions contained within a PLA that discriminate against the merit-shop workforce include:

- ■ All workers must pay into union health, welfare and pension plans.
- ■ All workers must go through a union hiring hall in order to be dispatched to a jobsite.
- All apprentices must come from a union apprenticeship program.
- All workers must pay union dues.

# PLAs: So “Beneficial” That Almost Every Construction Organization Opposes Them.

## Opposed:

- Air Conditioning and Trades Association
- American Subcontractors Association
- California Subcontractors Association
- American Road Builders and Transportation Association
- Asian American Contractors Association
- Associated Builders and Contractors
- Associated General Contractors (Opposed to GMPLAs)
- Black Contractors Association
- Bay Area Black Contractors Association
- Californians for the Advancement of Apprenticeship & Training
- Golden State Builder's Exchanges
- Independent Roofing Contractors of California
- Independent Electrical Contractors Association
- Kern Minority Contractors Association
- National Association of Minority Contractors
- National Association of Women in Construction
- Painting Decorating Contractors Association
- Plumbing and Heating Contractors of California
- Western Electrical Contractors Association
- Independent Electrical Contractors Association

## In Favor:

Construction Trade Unions

# PLAs Are Opposed by Women & Minority Organizations

*"PLAs are de facto segregation...African-American workers are significantly underrepresented in all crafts of construction union shops...PLAs are non-competitive and, most of all, discriminatory."*

National Black Chamber of Commerce

*"WCOE opposes government mandated PLAs...PLAs will disproportionately impact small business, particularly those owned by women and minorities."*

Women Construction Owners and Executives

*"Bay Area Black Contractors Association has been a strong advocate for merit shop construction firms in the Bay Area and we are opposed to PLAs."*

Bay Area Black Contractors Association

*"We believe PLAs make it more difficult for minority-owned contractors to compete...they effectively work against the goals of increasing the number of projects awarded to minority-owned businesses by placing roadblocks in the way."*

Latin Builders Association

*"The ultimate effect of the San Francisco Airport PLA is clear...once the PLA was implemented minority business prime contract participation dropped 91.9%. This PLA has been a disaster for minority-owned businesses."*

Asian American Contractors Association

## PLA Myths

Myth: “PLAs are necessary on large, complex projects.”

Reality: 125 of California’s 132 largest recent construction projects were PLA-free.

Myth: “PLAs are growing in use and popularity with school districts.”

Reality: Of California’s more than 1000 school districts, hundreds of which have passed bond measures since 2000, exactly *10* have PLAs. This despite 6 years of attempts by PLA proponents to get them implemented.

# California K-12 School Districts That Have PLAs on All Construction Work:

*(there are over 1000 school districts in the state)*

LAUSD

Santa Ana USD

WCCUSD

Vallejo USD

Eastside USD

Oakland USD

Pittsburg USD

Sacramento City Unified School District

## PLA Myths (cont.)

Myth: “PLAs are only opposed by merit shop contractors who don’t take care of their workers.”

Reality: PLAs are opposed by every segment of the construction industry, union and merit shop alike.

American Subcontractors Association

Golden State Builders Exchange

California Landscapers Association

CFEC Board of Directors

*“PLAs first and foremost are discrimination, period. Secondly PLAs interfere with existing work rules that union contractors already have in place. It’s companies like mine that employ union workers, not the political types like (union) business agents who are pushing these things. This is important to remember because we will not bid a project covered by a PLA.”*

Wayne Lindholm

VP Hensel Phelps Construction

# PLAs: A Record of Failure

## San Francisco International Airport Expansion

- *\$500 million over budget (30%) and completed over a year behind schedule*
- *Two separate strikes*
- *Subject to an FBI investigation and a lawsuit over minority participation*

## Port of Oakland

- *Two separate strikes*

## Contra Costa County's Family Law Center

- Before PLA was imposed there were 13 prospective bidders. Engineer's estimate: \$8.5 million
- After PLA was imposed there were 5 bidders with *the low bid 21% over estimate.*

## West Contra Costa Unified School District

- District agreed to a PLA in 2000. First and only school to be built under the PLA (DeJean Middle School) was supposed to cost \$15 million. *Final cost: \$36 million!*

## Rialto Unified School District

- Went with a PLA in 2001. Two years later they rejected a PLA.

# A Record of Failure (cont.)

## Vallejo Unified School District

- In 2002 the district put out its first project under a PLA and had 5 bidders. 20 miles down I-80 the Vacaville USD had 27 bidders for a similar project.

## Santa Ana Unified School District

- In 2000 this district voted into effect a PLA covering all construction work. To date **NOT ONE** school has been built and currently the construction budget is \$200 million over budget. Every school to be built or renovated under the PLA is AT LEAST 100% over budget.

## Los Angeles Unified School District

- \$2+ billion school construction bond (Prop. BB) passed in 1998.
- As of June 2003 the district was \$600 million over budget with only half of the projects completed. All work is covered by a PLA.
- Goal of 50% local hire. Reality: 33%

## Oakland Unified School District

- A Construction Bond was passed for \$300 million in order to rehab and modernized old schools.
- Bids went out for a rehab project which received EIGHT bids. The lowest responsible bidder came in at \$1.8 million –which happened to be from a merit shop contractor.
- After the bids came in, the district decided to re-bid the contracts for the rehab project, as a PLA had been placed on all work. The result was another bid and this time there were only THREE bids with the lowest coming in at \$2.2 million dollars. The project's cost actually increased by 24%, which is typical.
- IRONY - the district had to close down 13 schools due to budget cuts. The savings to the district for each closure was about \$437,000 or the cost of signing a monopoly clause for unions.

## Orange County

- MOST COMPREHENSIVE PLA EVER AGREED TO THROWN OUT



# PLAs: A History of Broken Promises

To date every comprehensive study done on PLAs refutes PLA proponents claims. What do the facts say?

*“...the reduction in the number of prospective bidders willing to bid work may not have resulted in the lowest possible price because of reduced competition.”*

*Montgomery Watson review of Sump 2 Project in Sacramento*

*“...on federally-funded construction alone PLAs will increase costs an estimated \$4.8 billion, or in these days of budgetary restraint, a reduction in the amount of federal construction spending by 30%.”*

*Herbert R. Northrup-Government Union Review*

*“Cost savings proposed by the PLA proponents are substantially unfounded.”*

*San Diego County Taxpayers Association Review of San Diego  
County Water Authority's Emergency Storage Project*

*“The Southern Nevada Water Authority PLA end-result has been reduced competition and higher costs.”*

*University of Nevada Las Vegas review of SNWA PLA*

*“We have found no discernible economic or social (increased safety or pay for workers) benefit to utilizing a PLA, but there is substantial evidence that indicates the opposite is true.”*

*Ernst & Young PLA review on the Erie County Courthouse (New York)*

*“In our analysis of 52 school projects the average PLA job cost \$31 more per square foot.”*

*Beacon Hill Institute Study (MA.)*

# PLAs: Why Every Editorial on PLAs in California Has Come Out Opposed to Them

*"But PLAs favor union contractors and, by extension, unions. Thus public officials adopting a PLA are currying favor with, and possibly political campaign contributions from, unions. This is just the kind of cronyism the competitive bidding laws seek to avoid."*

*Engineering News-Record*

*"The fact is that PLAs increase construction costs considerably and have no place in our community."*

*Contra Costa Times*

*"Even school board member David Tokofsky, who often sides with teacher unions, can't turn a blind eye to this (PLA) outrage. He estimated the plan would increase costs 10 to 15%."*

*Los Angeles Daily News*

*"Worse, the new (PLA) policy undermines county policies intended to benefit small businesses, particularly women-and minority-owned firms, that are less likely to be unionized."*

*East Bay Business Times*

*"Competition is the key to our economy...that's why we question the Port of Oakland's decision to negotiate an agreement (PLA) that does just the opposite."*

*Oakland Tribune*

*"At issue is whether (UC) regents should force people to join a private group (unions) in order to work on a job. That's hardly consistent with the intent of a major University."*

*The Modesto Bee*

*"PLAs are about empowering unions, not helping workers."*

*The Sacramento Bee*

# So What are PLA Proponents *Real* Motivations?

*“These power plants were built with a hundred-percent union labor using project labor agreements .”*

*California Building and Construction Trades Council President  
Robert Balgenorth in speech before National IBEW*

*“...but it (PLA) does make us the exclusive source of manpower for the companies that successfully bid the work.”*

*Lou Franchimon in recent IBEW newsletter*

# What Role Do Bond Oversight Committees Have?

- If the union had their way, none.
- In all three instances where the BOC weighed in they have done so decisively:
  - **November 2003** - San Jose USD BOC voted 8-1 to recommend against the PLA
  - **February 2004** - Fairfield/Suisun USD BOC voted unanimously to recommend against the PLA
  - **March 2005** - Mt. Diablo USD BOC voted 15-1 to recommend against the PLA
  - **June 2005** – SCUSD BOC voted unanimously to oppose PLA.

# PLAs: Summarizing a Record of Failure

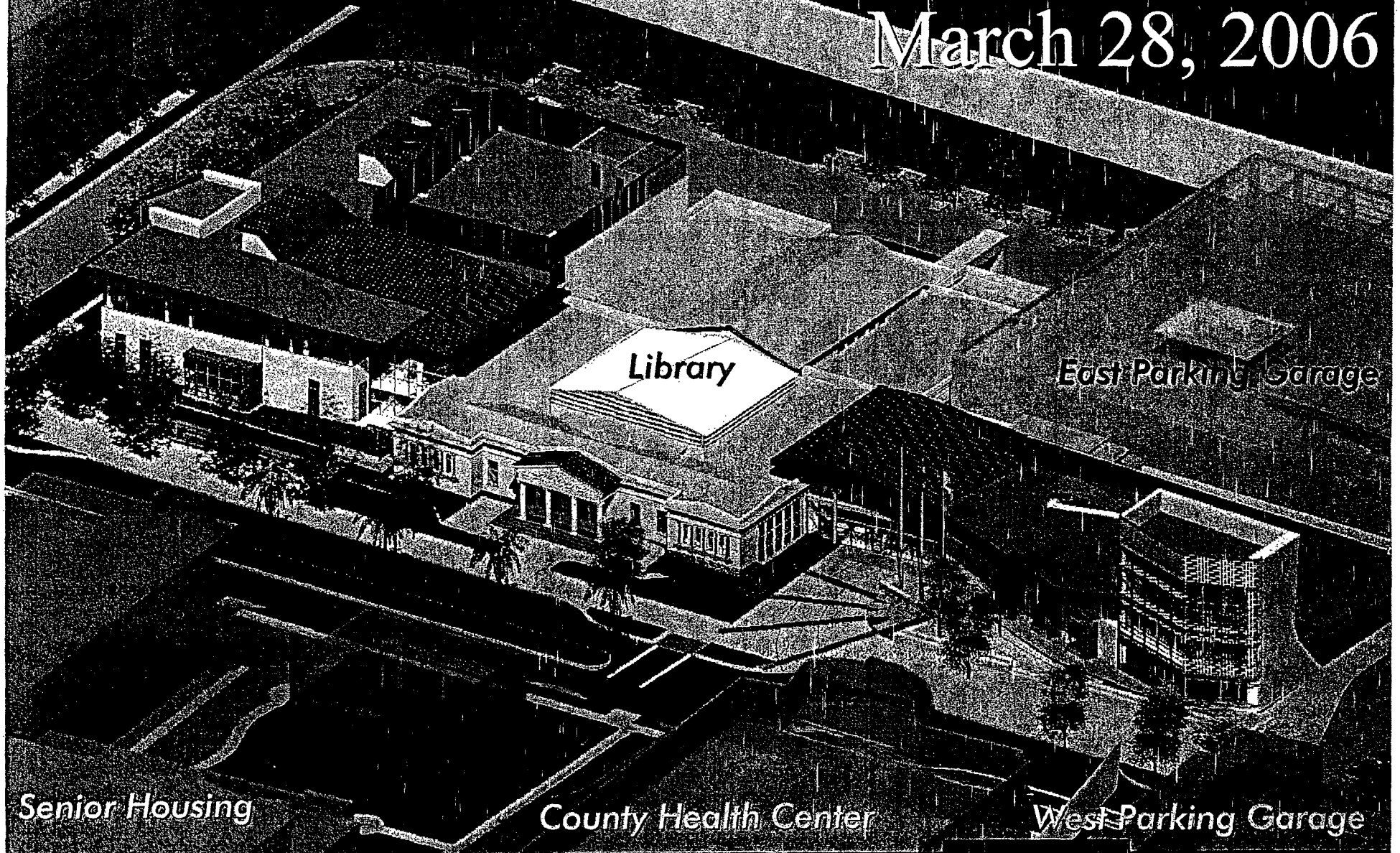
- PLAs reduce competition and increase costs
- PLAs do not prevent strikes
- PLAs have been rejected by the overwhelming majority of the industry
- PLA proponents fail to prove their claims
- PLAs are implicit, government sanctioned discrimination
- PLAs are a solution in search of a problem

***PLAs:***

***Anti-Worker, Anti-Competitive, Pro-Discrimination***

# MILPITAS LIBRARY SUBCOMMITTEE

## March 28, 2006



# **Project Labor Agreement (PLA)**

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## **Introduction by City Staff**

1. Introduce people and affiliations
2. Building Trade Labor Agreements that expire during the term of Library project
3. Possible City Goals to be included in a PLA

# Project Labor Agreement (PLA)

## Introduction by City Staff

Labor Agreements expire during the (2007-2008) Library Project:

<b>2007</b>	03/31/07	BAC + Tile Layer
	06/30/07	Ironworkers
	07/08/07	Elevator Constructors
	09/30/07	Boilermakers
<b>2008</b>	06/30/08	Carpenters
	06/30/08	Millmen
	06/30/08	Pile Drivers
	07/31/08	Drywall Lathers
	07/31/08	Drywall Tapers



# **Project Labor Agreement (PLA)**

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## **Introduction by City Staff**

Possible City Goals to be included in a PLA –

1. Timely and successful completion of the Project;
2. No work stoppage, strikes, sympathy strikes, lockouts;
3. Establish an effective method to settle disputes and controversies;
4. Define specialized work that may be excluded from PLA;
5. City's sole right to determine lowest responsible bidder, no limitation or restriction on use of equipment, material, products, tools, etc.

# Project Labor Agreement (PLA)

## Specialized Work that may be excluded from PLA:

- Security Systems:  
access system control, book theft/security/fire alarms
- Furnishings:  
Library bookcases, display cases, carrels, movable units  
Book drop and conveyor systems, signage/graphics
- Low-voltage (computers, telecom) wiring:  
Computer data networking, cabling, fiber-optic, servers  
wireless access set-up, Public Address system, Telephone
- Audio-visual systems, projectors
- County or City furnished items (Appliances, lockers)
- Artwork lighting & installation
- Maintenance of leased equipment and related on-site supervision